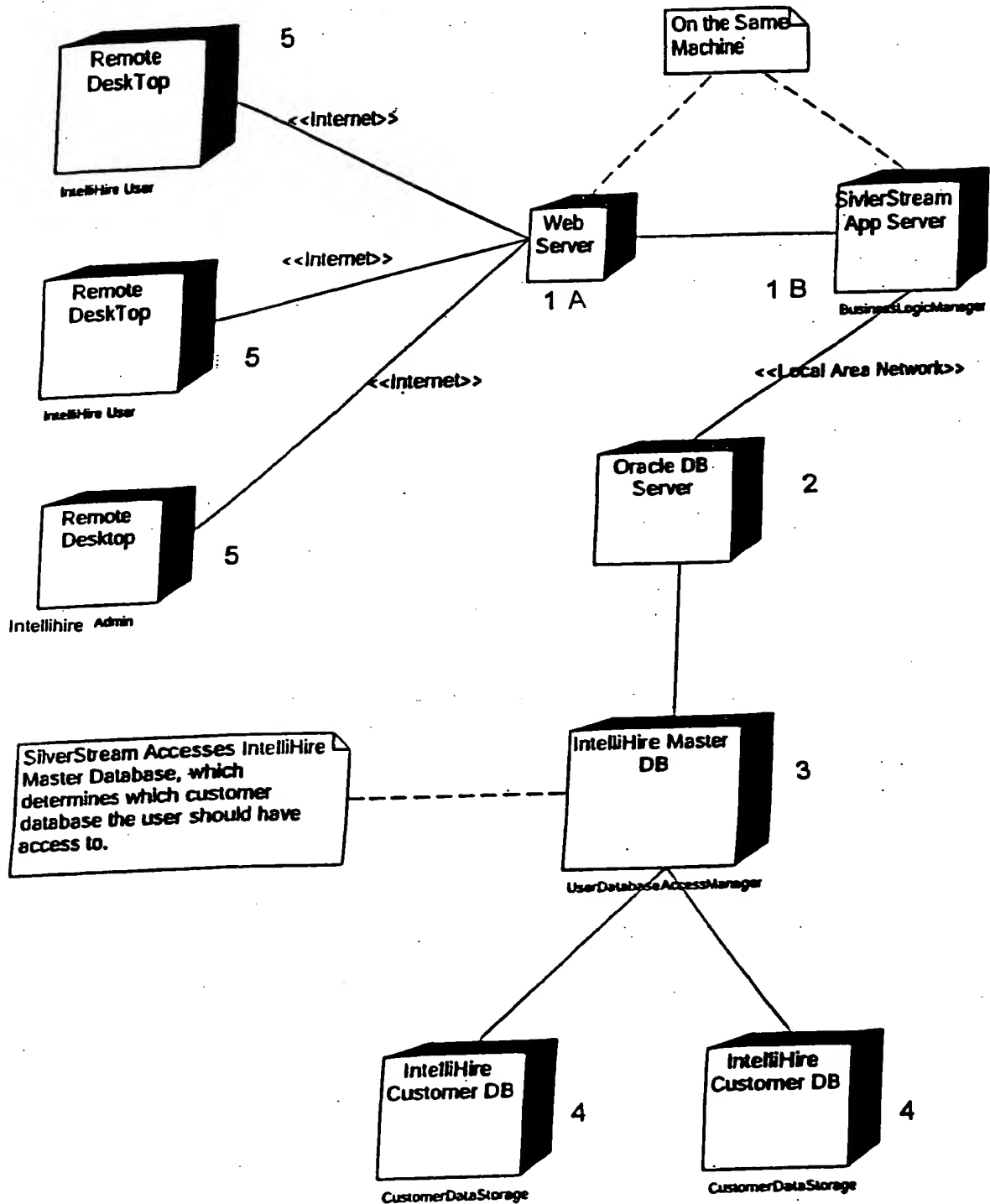
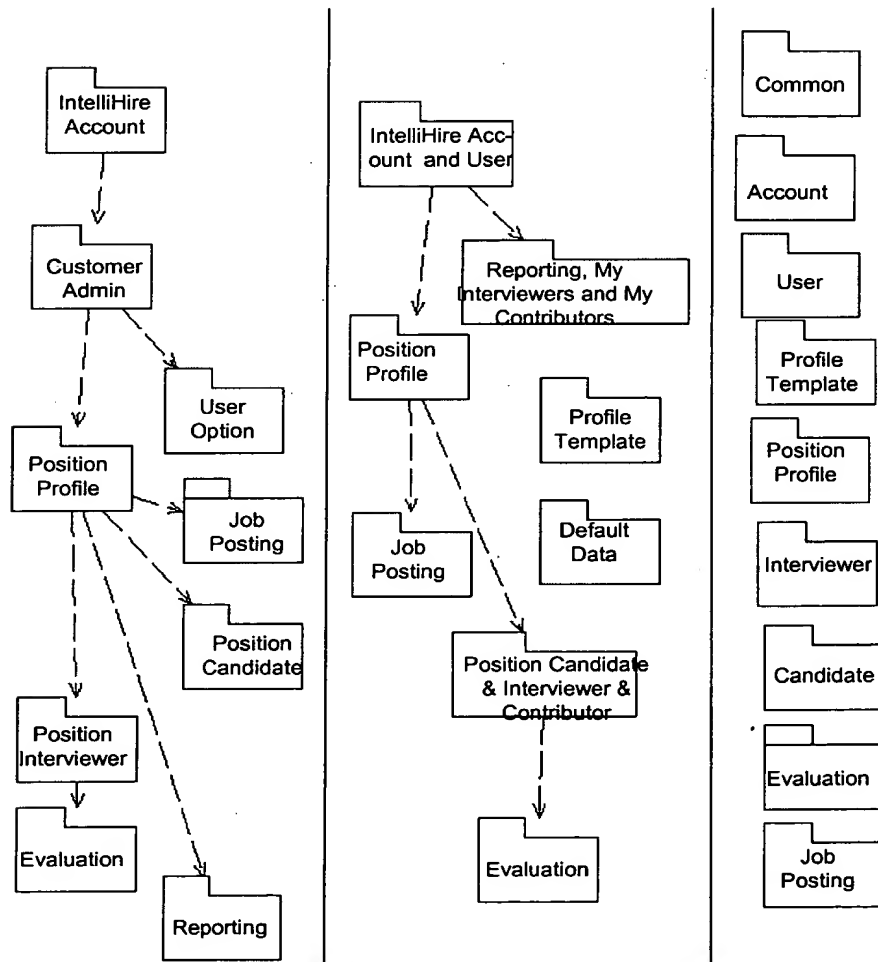


# IntelliHire Data Security Using Multiple Database

Figure 1

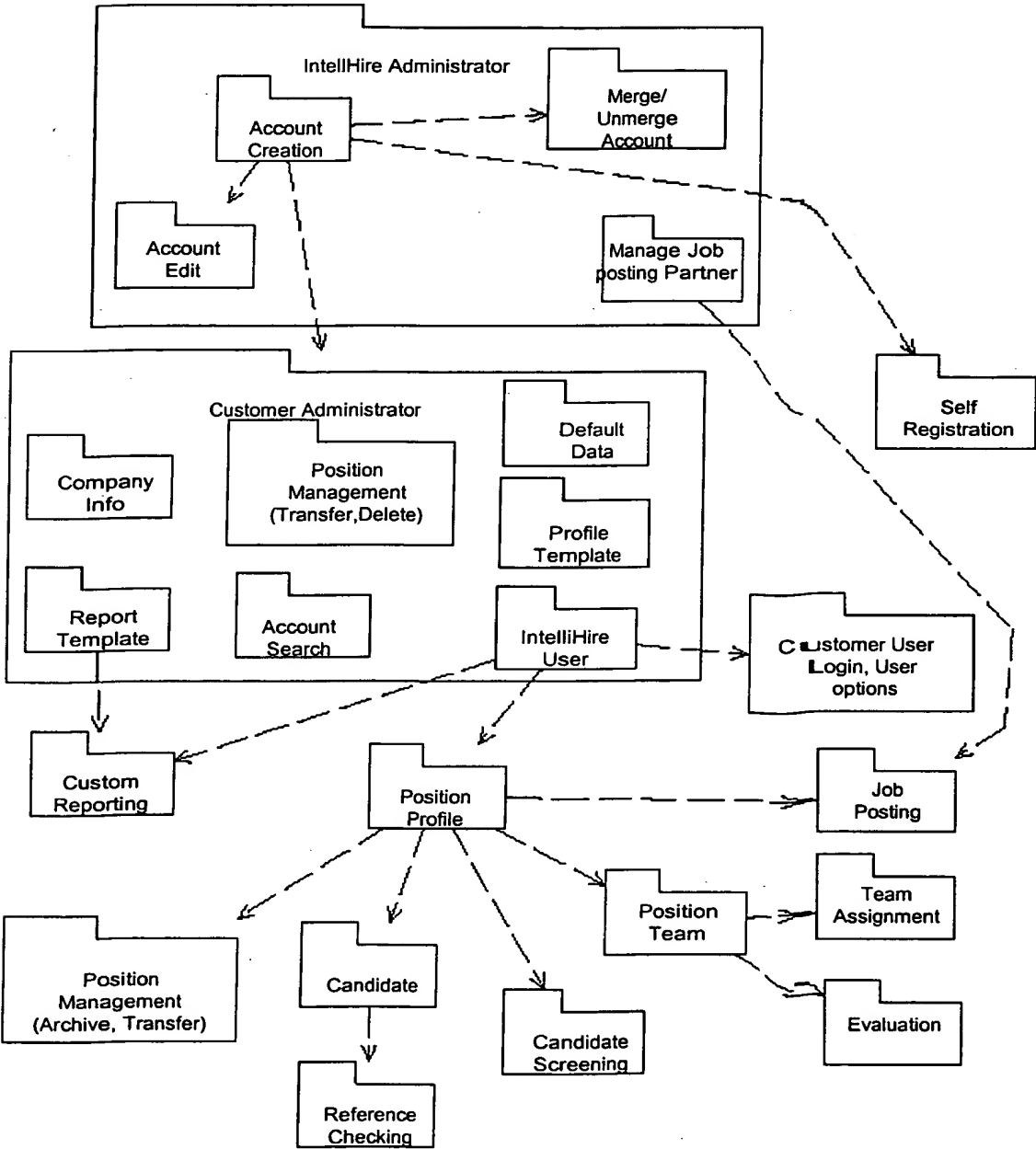


Three-Tiered Service Model  
Figure 2



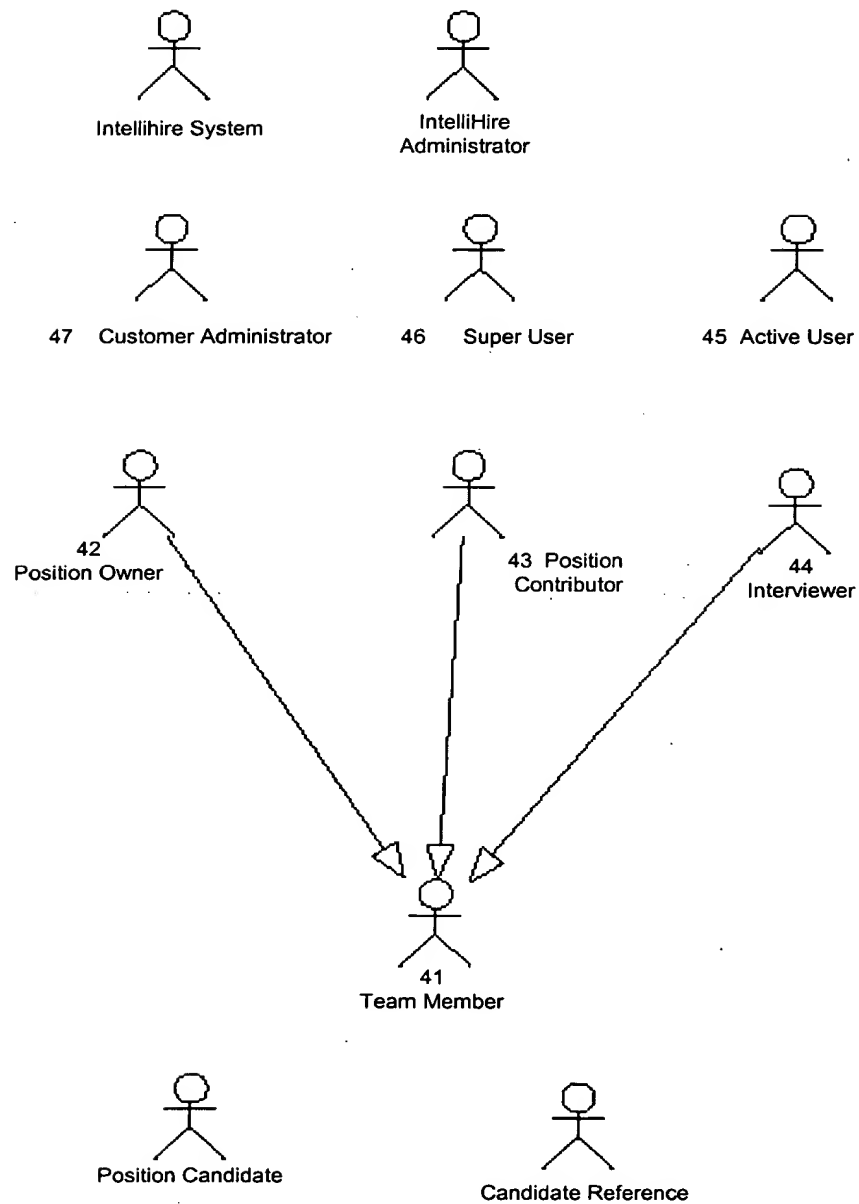
# IntelliHire Package Dependency

Figure 3



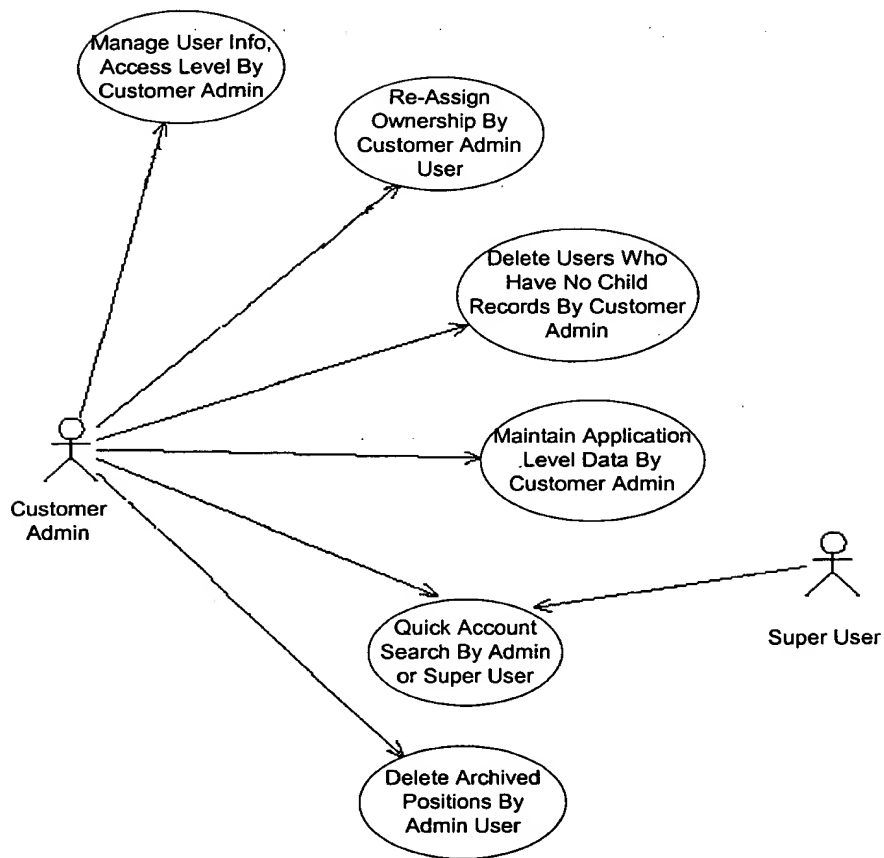
## Summary of Actors: IntelliHire

Figure 4

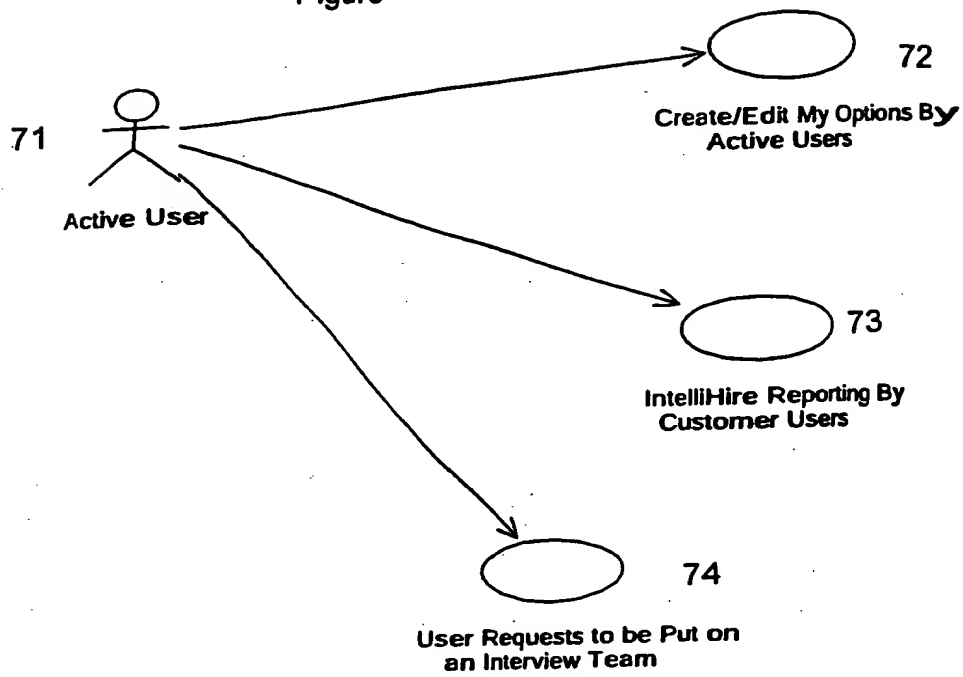




## Duties of the Customer Administrator Figure 6

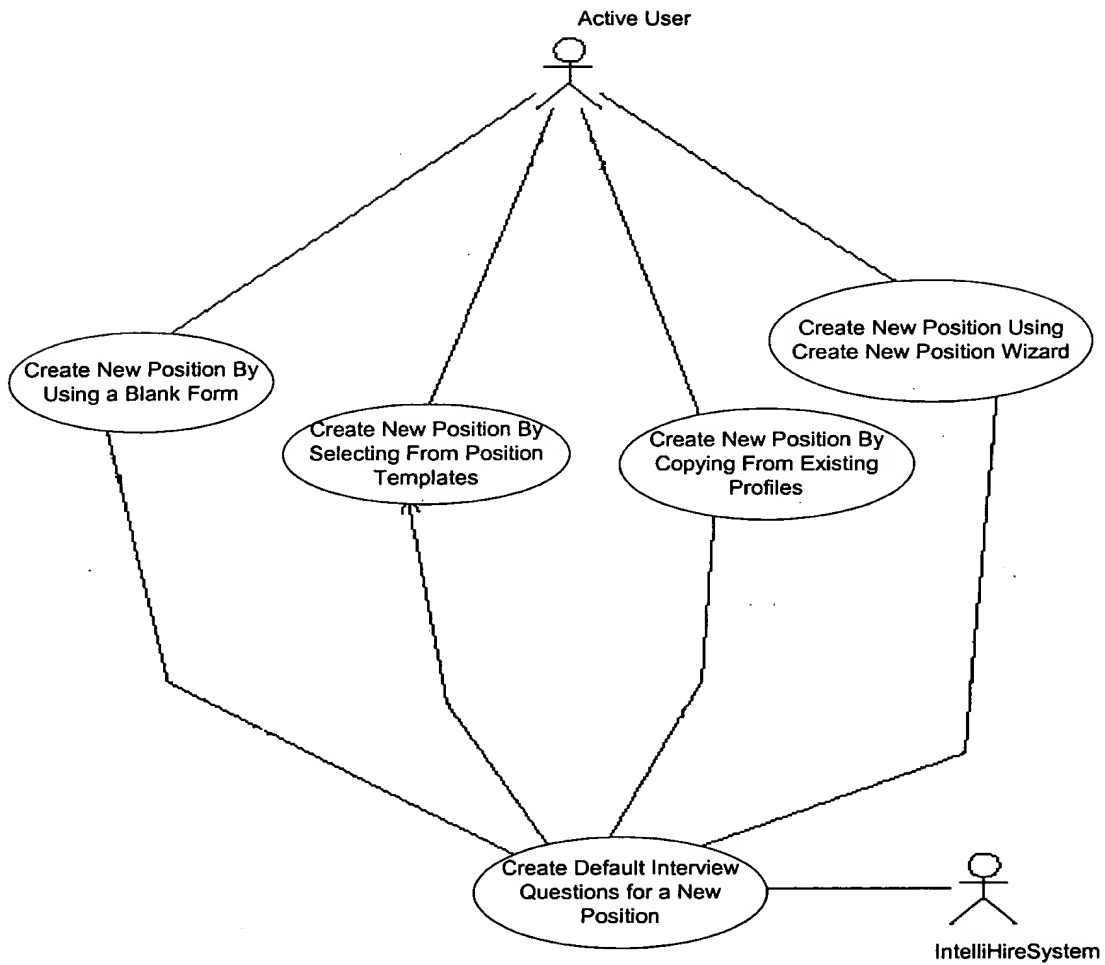


## Figure 7



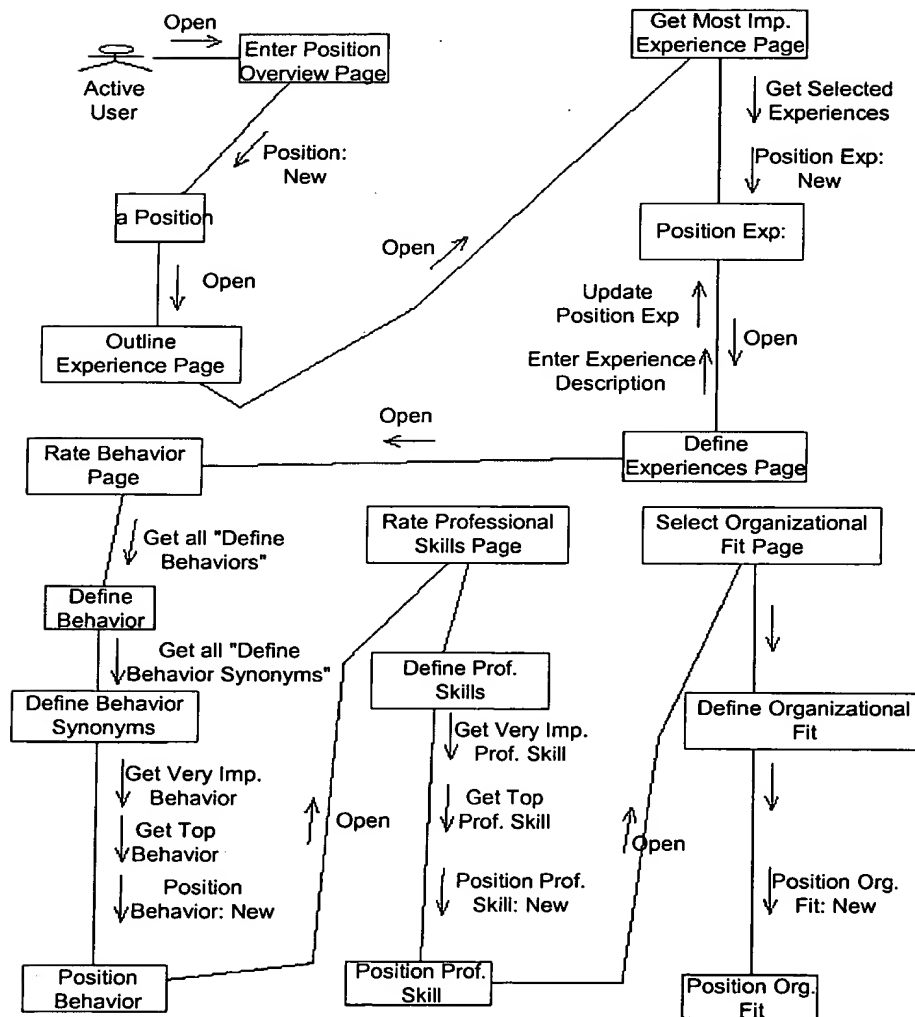
## Create New Position Profiles

Figure 8



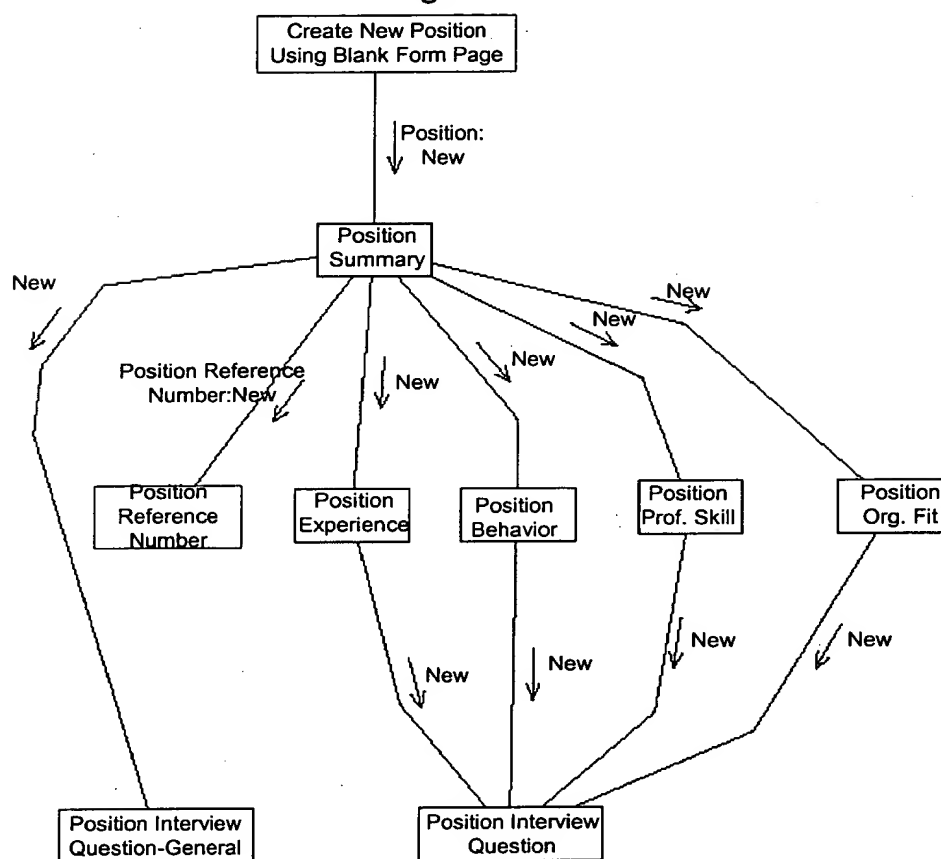


# Create New Position Using Create New Position Wizard Figure 9



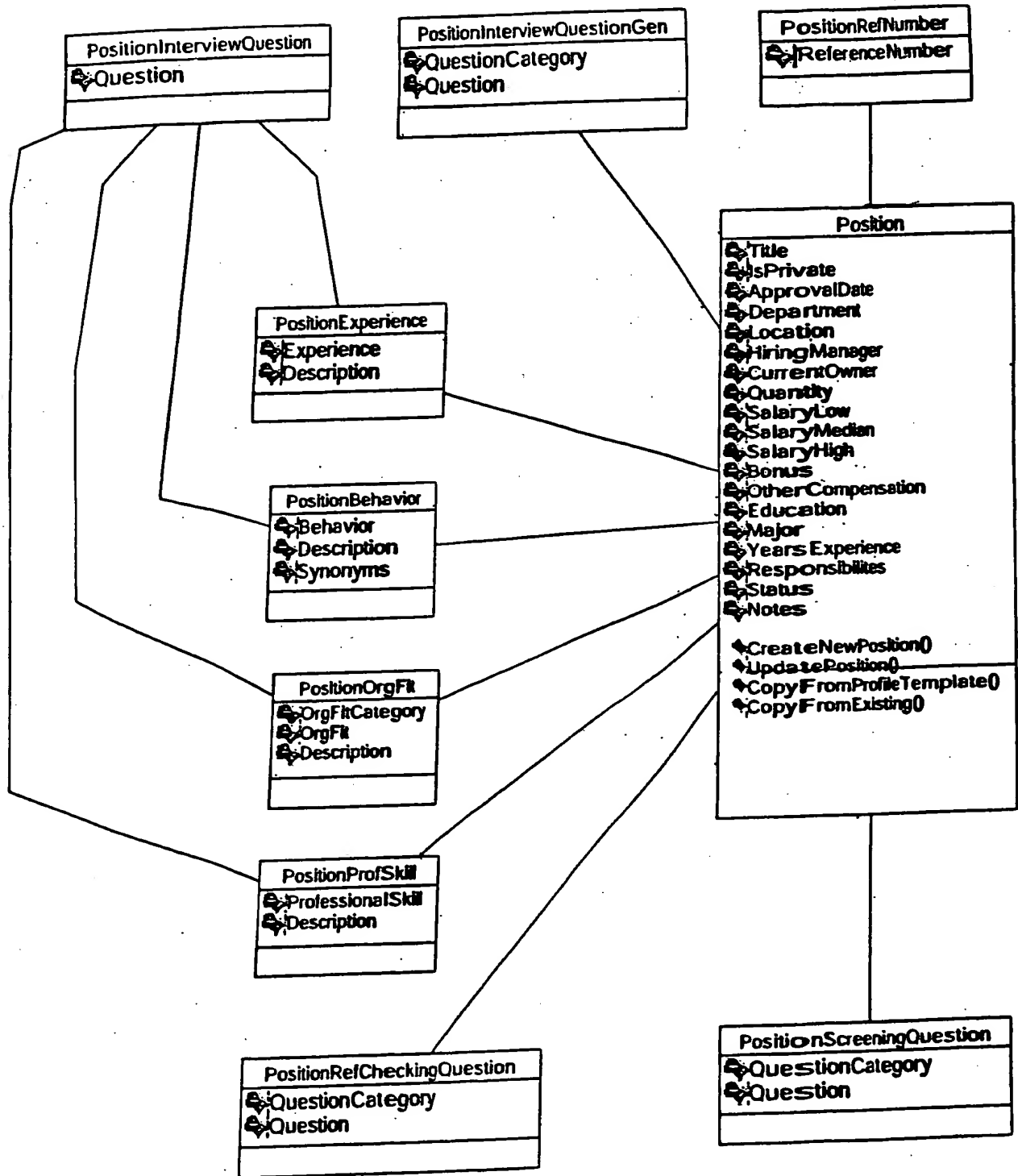
## Create New Position By Using a Blank Form

### Figure 10

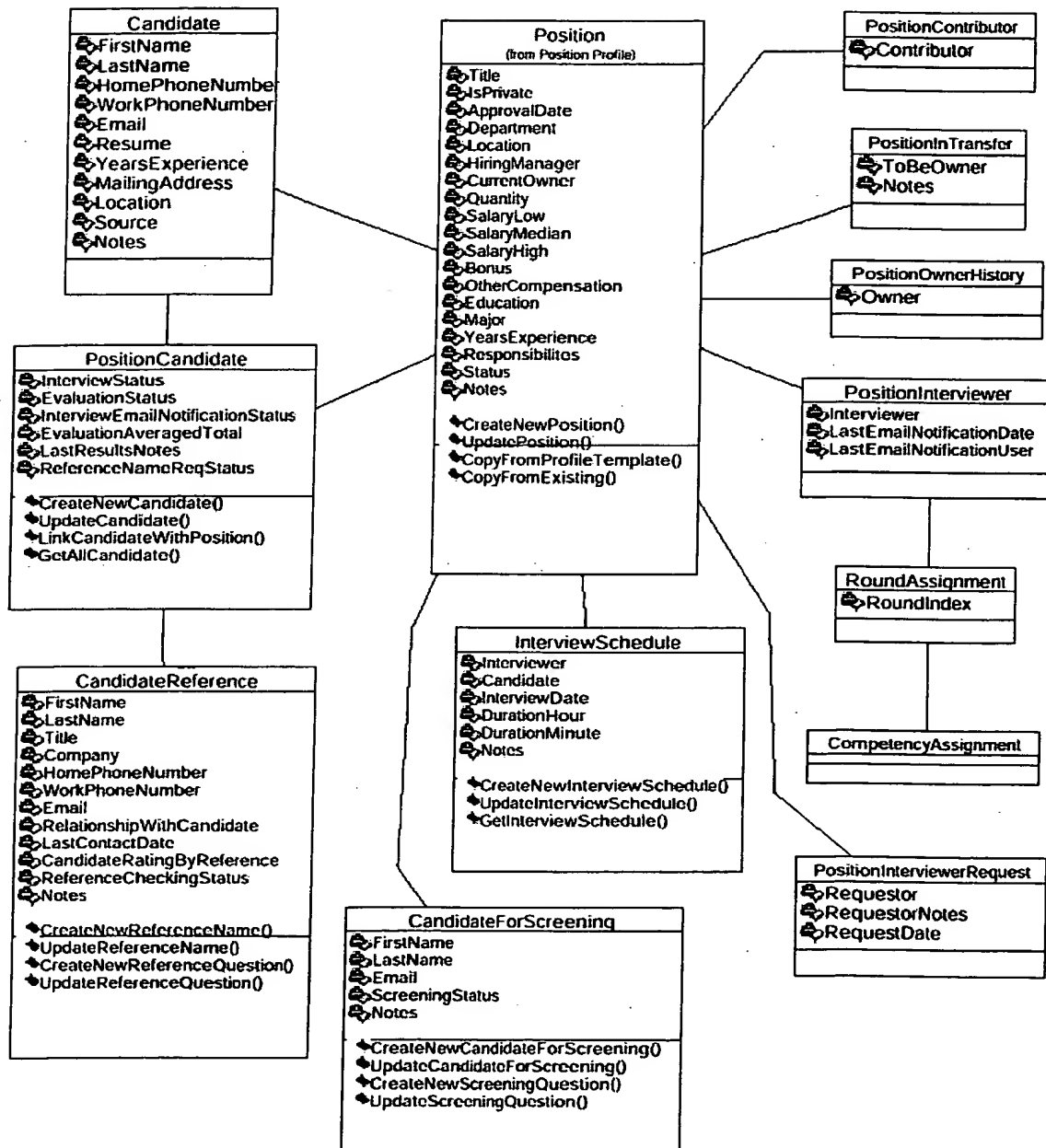


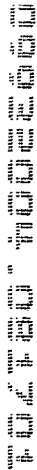
# Position Profile

Figure 11



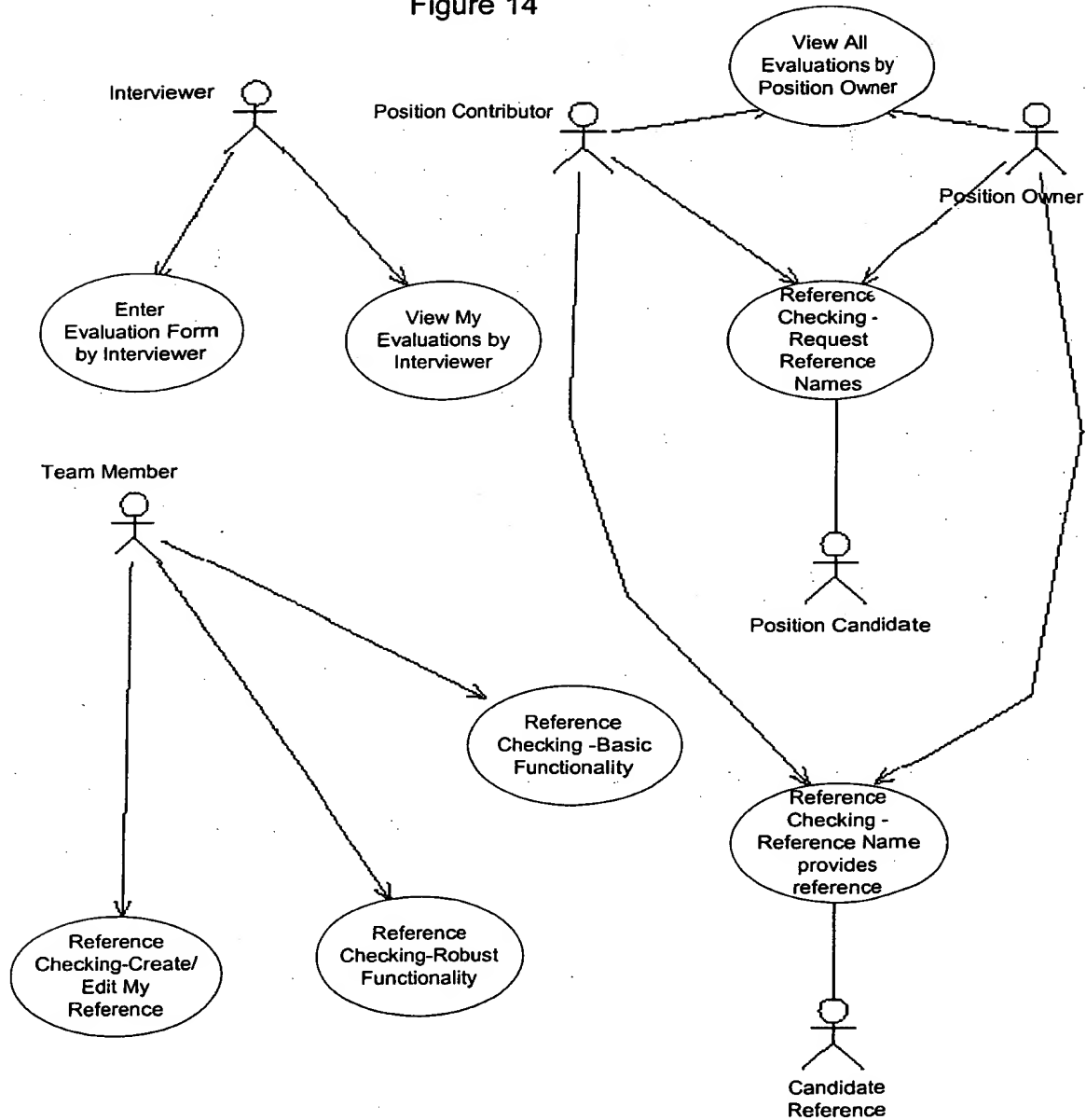
Fields related to a Position, a Candidate, an Interviewer, and a Contributor  
Figure 12



[illegible]

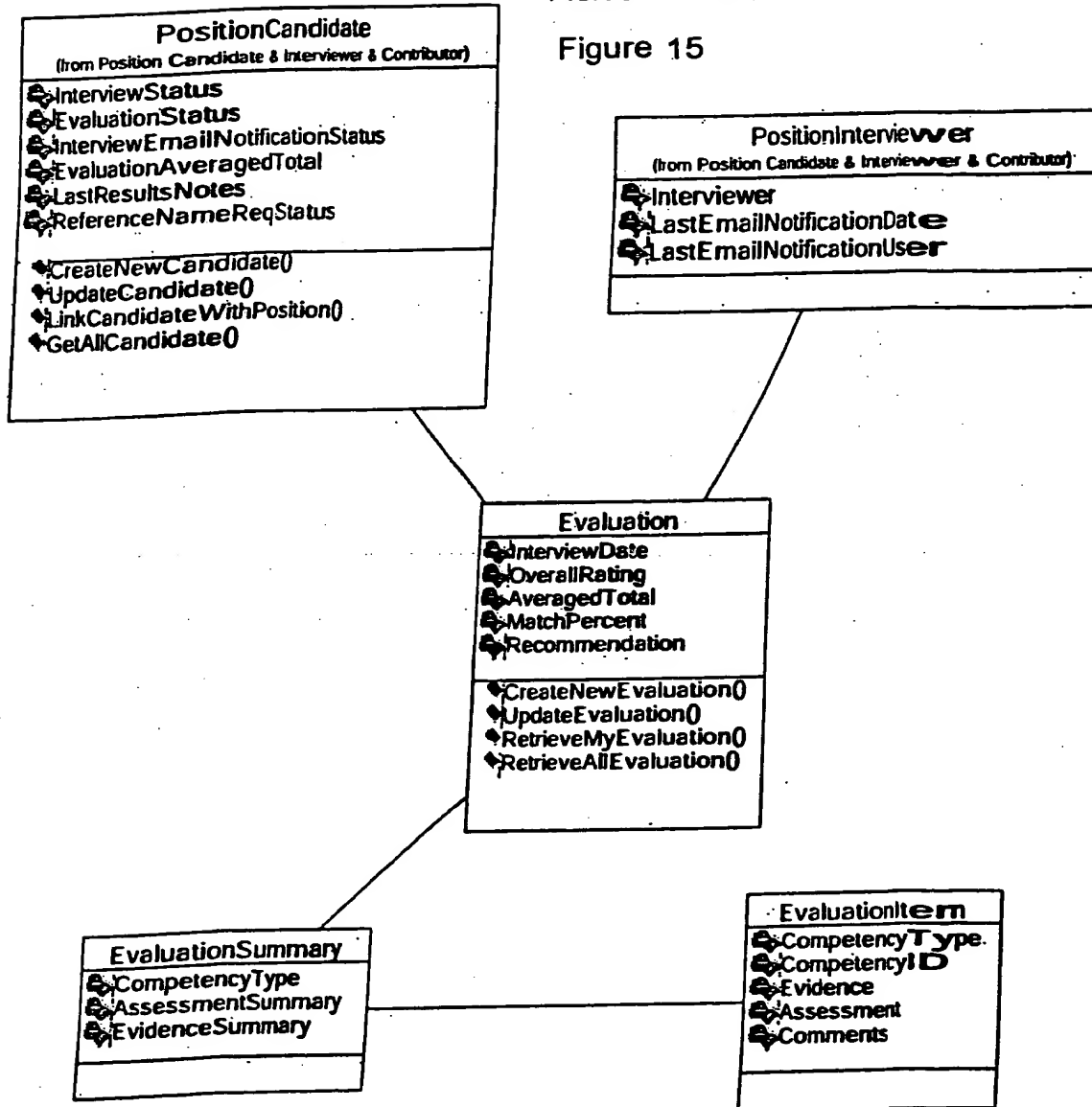
# The Process of Evaluation and Reference Checking

Figure 14



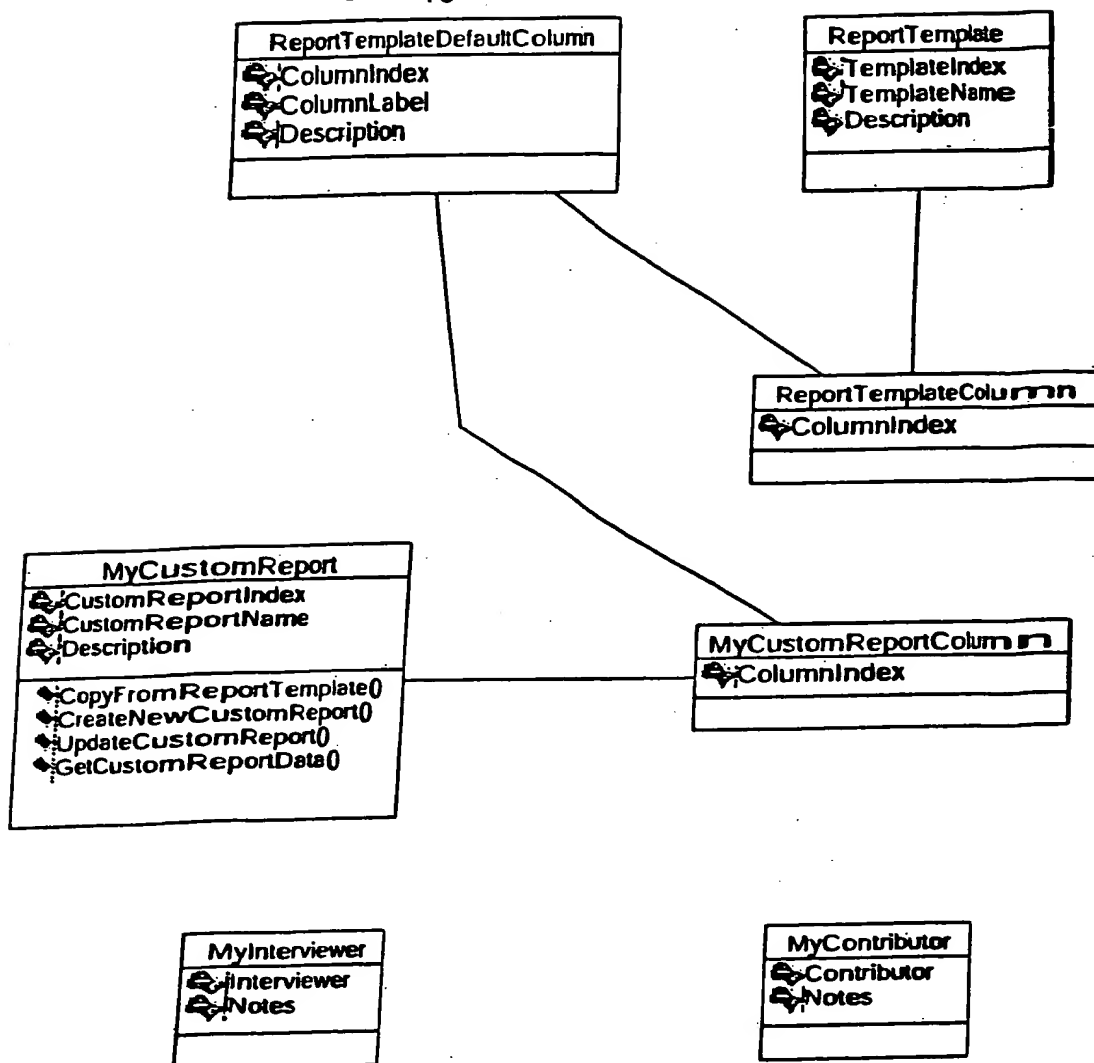
## Fields of the Evaluation Stage

Figure 15



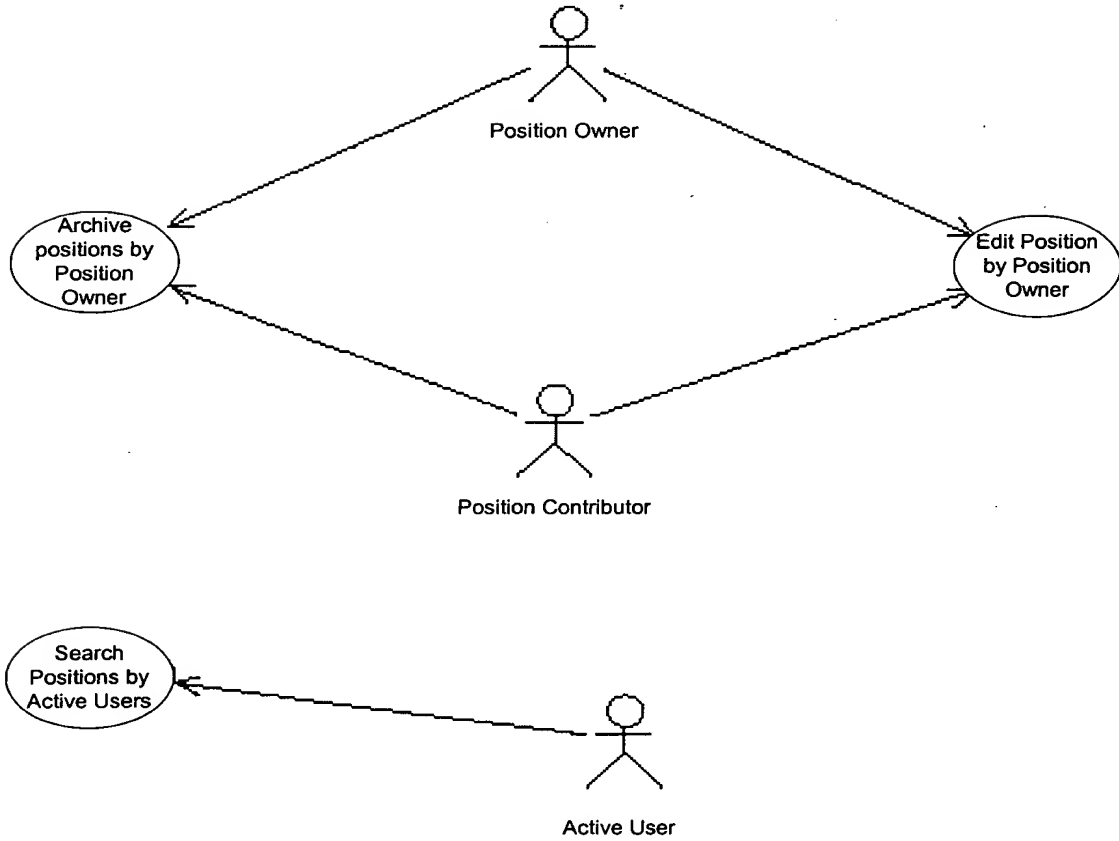
# Fields of "My Custom Report"

Figure 16



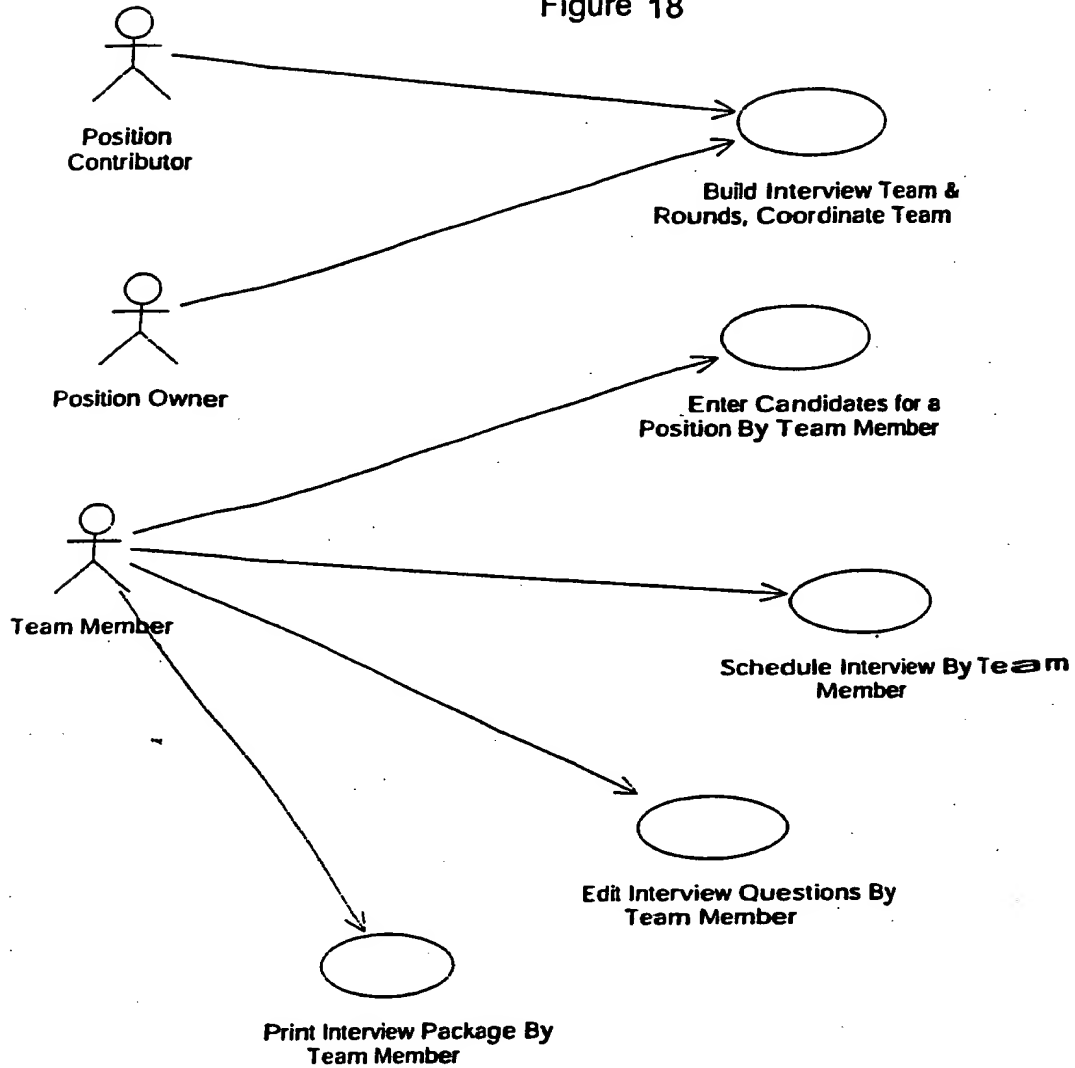


Managing Position Profiles  
Figure 17



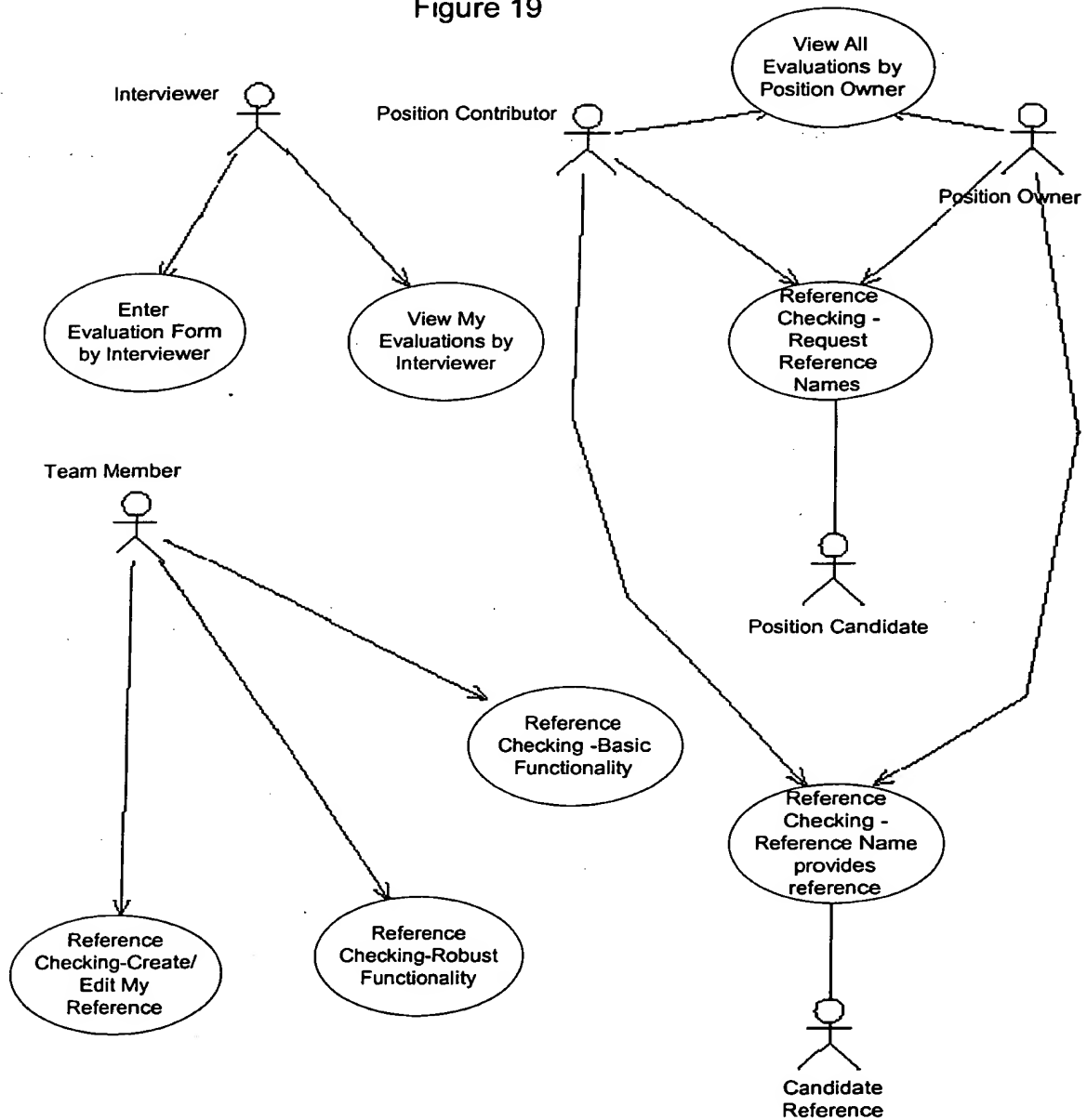
## The different steps of Interview Preparation

Figure 18



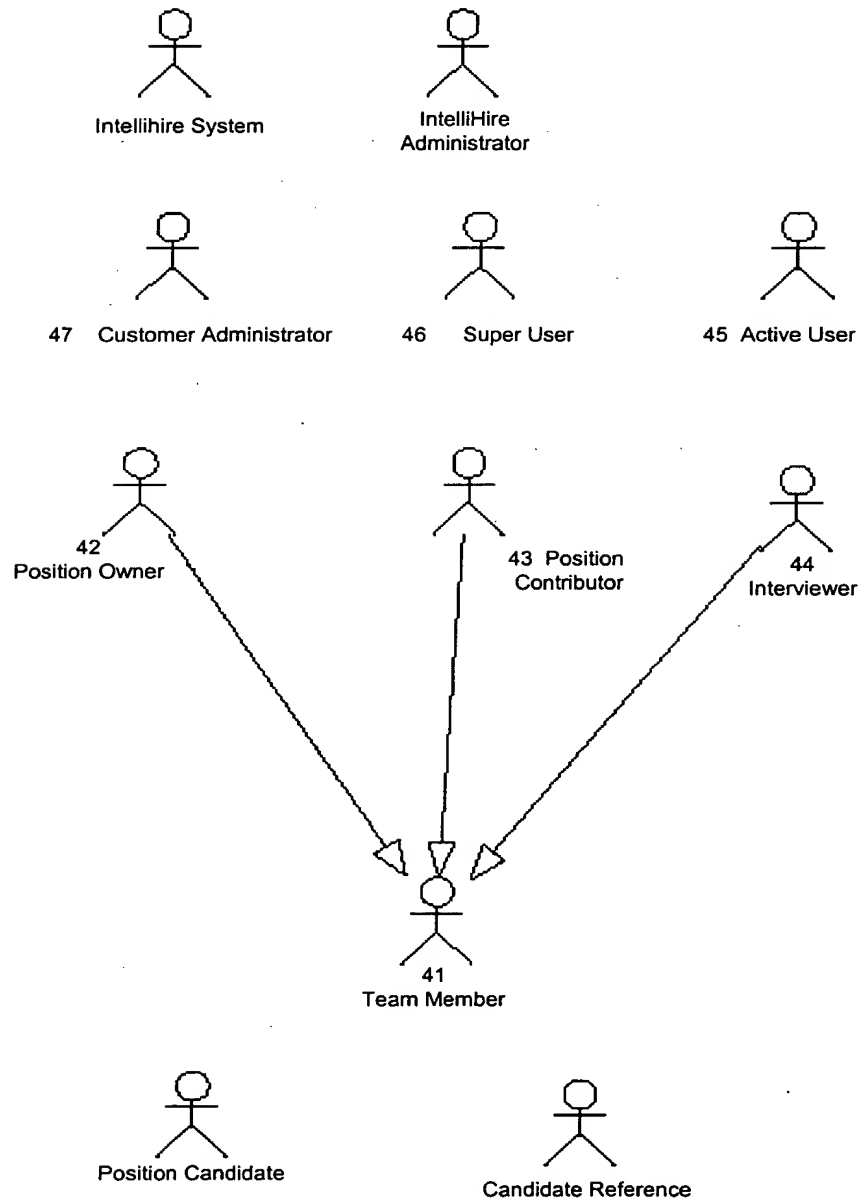
# The Process of Evaluation and Reference Checking

Figure 19

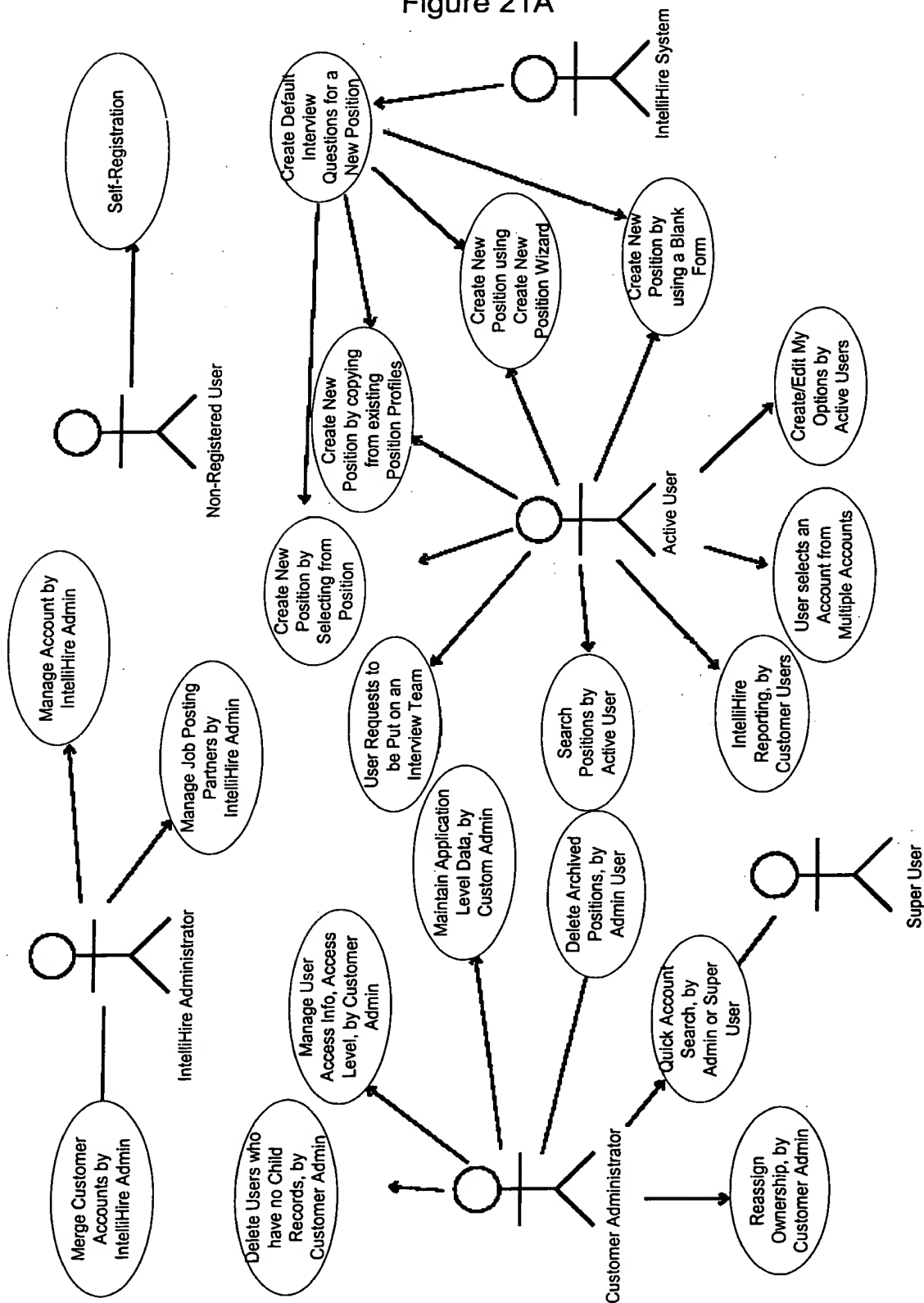


## Summary of Actors: IntelliHire

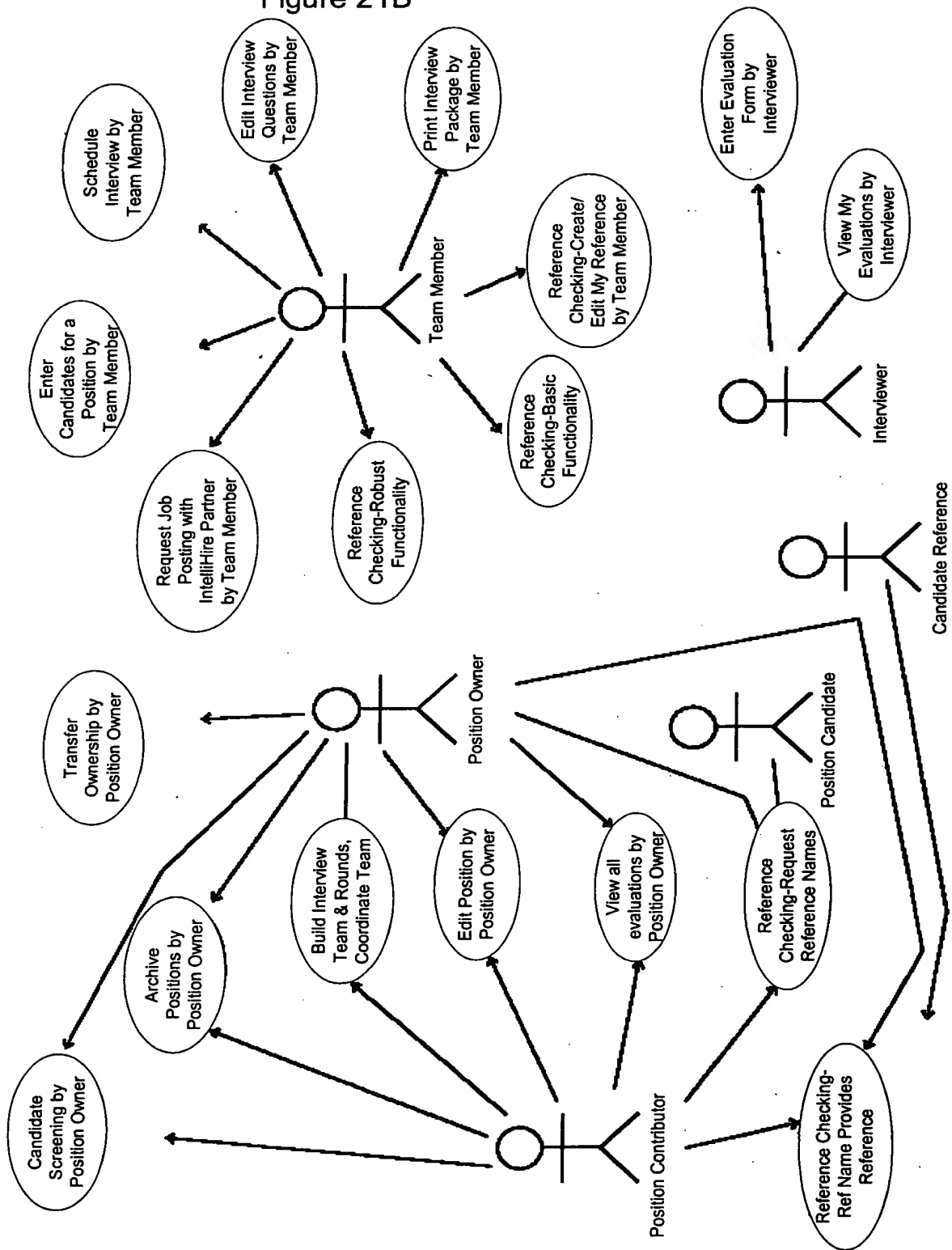
Figure 20



Interaction of the Different Users  
Figure 21A



Interaction of the Different Users  
Figure 21B



Computer screens of "Defining Positions"  
Figure 22A

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Address [http://www.intellihire.com/forcustomers/p6/p\\_mypositions.htm](http://www.intellihire.com/forcustomers/p6/p_mypositions.htm)

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New Position

Hello Kelly Davenport, you have **(5)** interviews scheduled, and **(1)** candidate to evaluate, and **(1)** request to accept/decline.

**Select a Position**  
Start by selecting a position from the list below, or create a New Position. Once you've selected a position you can review the selection criteria, interviewing questions, interview schedule, candidates, and evaluations.

Action: [Archive Selected](#) | [View Archive](#) | [Transfer Selected](#) | [Search All Positions](#) | [Interview Team](#)

<u>Req #</u>	<u>Position</u>	<u>Status</u>	<u>Created</u>	<u>Manager</u>
<input type="checkbox"/> 98-0802-1259	<u>Technical Team Leader</u>	Open	5-05-2000	Kelly Davenport
<input type="checkbox"/> 98-0824-3456	<u>Sr. Software Engineer</u>	Filled	5-15-2000	Kelly Davenport
<input type="checkbox"/> 98-0824-3457	<u>Sr. Software Engineer</u>	Open	5-15-2000	Kelly Davenport
<input type="checkbox"/> 98-0824-3458	<u>Sr. Software Engineer</u>	Canceled	5-15-2000	Kelly Davenport
<input type="checkbox"/> 98-0867-1567	<u>Systems Architect</u>	Hold	5-29-2000	Kelly Davenport
<input type="checkbox"/> 98-0724-1459	<u>Systems Administrator (in transfer)</u>	Open	5-30-2000	Richard Kobe


[illegible]24/32



Computer screens of "Coordinating Interview Teams"  
Figure 23A

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Address  http://www.intellihire.com/forcustomers/p6/i\_interview\_team.htm

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Position:

**Select Interviewers**  
Select your interviewing team and then check interviewing rounds.


Action: [Add Round](#) | [Search Interviewers](#) | [Save & Continue](#)

Interviewers	Round 1	Round 2	Round 3
 1. <input type="text" value="Kelly Davenport"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
 2. <input type="text" value="John Rothchild"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 3. <input type="text" value="Steve Adams"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 4. <input type="text" value="Susan Cromott"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 5. <input type="text" value="Kathy Wallace"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
 6. <input type="text" value="Brad McDonald"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="text" value="Add Interviewer"/>			

Computer screens of "Coordinating Interview Teams"  
Figure 23B

IntelliHire.com - Microsoft Internet Explorer

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Address  http://www.intellihire.com/forcustomers/p6/i\_team\_questioning.htm

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Position:

**Coordinate Interviewer Questioning**  
Select what criteria area for each interviewer to focus their questioning. Select the "Recalc" button after making changes to determine criteria coverage. In general, you want an even coverage across the position profile.


Action: [Add Round](#) | [Search Interviewers](#) | [Add Interviewers](#) | [Save & Continue](#)

Position Profile	Coverage	Round 1				Round 2	
		<a href="#">Recalc</a>	Kelly Davenport	John Rothchild	Steve Adams	Susan Cromotti	Kathy Wallace
Experience							
Rapid Application Development	4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Distributed Client/Server Architecture	3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Networking Technologies (SNMP, Frame Relay, ATM, IP)	3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Object Oriented Programming (C++)	2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Windows NT & UNIX	3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Oracle & Sybase Databases	3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>


Computer screens of "Organizing Interview Questions"  
Figure 24A

IntelliHire.com - Microsoft Internet Explorer

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Address  http://www.intellihire.com/forcustomers/p6/h\_questions\_behaviors.htm

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Position: Technical Team Leader (98-0802-1259) ▼

**Select Questions: General**  
These questions are specific to your area of focus determined by the team coordinator. Review your questions and "un-check" any you wish to remove, and then select print. [HELP ME CHOOSE](#)

Action: [Print Questions](#) | [Coordinate Questioning](#)

[General](#) [Experience](#) [Behaviors](#) [Professional Skills](#) [Fit](#)

**Team Player**

- ☒ Do you prefer working on your own or in a team?
- ☒ People who work on projects often find that priorities vary, or last minute things occur that cause you to have to change what you are doing, or pinch-hit for someone else. Has that ever happened to you? (Probe) What did you do?  
EXIT

**Analytical**

- ☒ Walk me through a solution to one of the most difficult problems you have faced.  
EXIT

**Confident**

- ☒ How do you assert yourself in order to get what you need?
- ☒ Tell me about one of the toughest groups that you have had to get cooperation from. (Probe) What did you do?

Computer screens of "Organizing Interview Questions"  
Figure 24B

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Address [http://www.intellihire.com/forcustomers/p6/i\\_questions\\_fit.htm](http://www.intellihire.com/forcustomers/p6/i_questions_fit.htm)

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Position: [Technical Team Leader \(98-0802-1259\)](#)

**Select Questions: General**  
These questions are specific to your area of focus determined by the team coordinator. Review your questions and "un-check" any you wish to remove, and then select print. [HELP ME CHOOSE](#)

Action: [Print Questions](#) | [Coordinate Questioning](#)

[General](#) [Experience](#) [Behaviors](#) [Professional Skills](#) [Fit](#)

**Work Environment**

- ☒ What elements are important to you in your work environment?
- ☒ Tell me about a work environment that is ineffective for you.

[EDIT](#)

**Corporate Culture**

- ☒ Think about your most successful and enjoyable job or work experience. Describe the environment or culture at that company and how it contributed to your positive experience.
- ☒ Tell me about a time when you worked for an organization that experienced a great deal of change. (Probe) How did you feel about working in that kind of an environment?

[EDIT](#)


**Motivation**

- ☒ What is your motivation to do this kind of work?

Computer screens of "Evaluating Candidates"  
Figure 25A

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**Positions** **Candidates** **Interviews** **Reports**

[Find Candidates](#) [Screen Candidates](#) [My Evaluations](#) [All Evaluations](#)

Position:

Kelly Davenport, you have (1) candidate to evaluate.

**Select Candidate**  
Start by selecting a "position."  
You can select a "candidate name" to review that Candidate's detailed information. If you have not yet entered your evaluation for a candidate, select the "evaluate" button. To add candidates, select the "Add Candidate" action button.


Action: [Archive Selected](#) | [View Archive](#) | [Print My Candidates](#) | [Add Candidate](#) | [Find Candidates](#) | [Interview Team](#)

	Candidate	Yrs Exp	Location	Last Interview	Evaluation	Recommendation	Resume
<input type="checkbox"/>	1. <u>Nicholas Sonoma</u>	8+	Boston, MA	6-16-2000	<a href="#">Evaluate</a>	(not yet evaluated)	<a href="#">View Resume</a>
<input type="checkbox"/>	2. <u>Ryan Whitfield</u>	5+	Waltham, MA	6-16-2000	<a href="#">Evaluation</a>	<a href="#">Consider Further</a>	<a href="#">View Resume</a>
<input type="checkbox"/>	3. <u>Cynthia Mattland</u>	7+	Amherst, NH	6-14-2000	<a href="#">Evaluation</a>	<a href="#">No Further Interest</a>	<a href="#">View Resume</a>
<input type="checkbox"/>	4. <u>Elizabeth O'Conner</u>	5+	Boston, MA	6-10-2000	<a href="#">Evaluation</a>	<a href="#">Consider for Other Position</a>	<a href="#">View Resume</a>
<input type="checkbox"/>	5. <u>Linda Chi</u>	5+	San Diego, CA	<a href="#">Scheduled</a>	-	(not yet evaluated)	<a href="#">View Resume</a>

Computer screens of "Evaluating Candidates"  
Figure 25B

IntelliHire.com - Microsoft Internet Explorer

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Address  http://www.intellihire.com/forcustomers/p6/c\_myeval\_experience.htm

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**Positions** **Candidates** **Interviews** **Reports**

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Position: **Technical Team Leader**  
Req #: **98-0802-1259**

Candidate: **Nicholas Sonoma**

**Evaluate Candidate Experience**  
For each criteria below, select what evidence was presented during the interview (None, Some, Strong) and then your assessment (Weak, Avg, Strong).

You are responsible for evaluating the criteria marked with an **\*\***.

Action: [< Back](#) | [Position Summary](#) | [Next >](#)

**Experience** **Behaviors** **Professional Skills** **Fit** **Summary**

Experience	Evidence			Assessment				
	None	Some	Strong	Weak	<	Avg	>	Strong
Interview Date: 6-16-2000 *								
<u>Rapid Application Development</u> *	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Distributed Client/Server Architecture</u> *	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Networking Technologies (Frame Relay, ATM, IP)</u>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Object Oriented Programming (C++)</u> *	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Windows NT &amp; UNIX</u> *	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Oracle &amp; Sybase Databases</u>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Computer screens of "Reviewing of Candidates' Evaluations"  
Figure 26A

IntelliHire.com - Microsoft Internet Explorer

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Address http://www.intellihire.com/forcustomers/p6/c\_myevaluations.htm

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Positions Candidates Interviews Reports

My Candidates Find Candidates Screen Candidates All Evaluations

Position: Technical Team Leader (98-0802-1259) ▼

**Review My Candidate Evaluations**

Select an "Avg Total" to review your Evaluation Summary for that candidate. Select any of the other totals to view the evaluation details. You may also select a "candidate name" to review that Candidate's contact information. (Note: The "Match" column represents the percentage of the "Avg. Total" from a maximum total of 5)

Action: [Print My Evaluations](#) |

	Candidate	Match	Avg Total	Exp	Behav	PSkills	Fit	Overall	Recommendation
1.	<a href="#">Nicholas Sonoma</a>	90%	<u>4.50</u>	<u>4.75</u>	<u>4.50</u>	<u>4.00</u>	<u>4.75</u>	4	Make an Offer
2.	<a href="#">Ryan Whitfield</a>	75%	<u>3.70</u>	<u>4.50</u>	<u>4.00</u>	<u>3.50</u>	<u>3.50</u>	3	Consider Further
3.	<a href="#">Cynthia Mattland</a>	60%	<u>3.00</u>	<u>4.00</u>	<u>2.75</u>	<u>3.00</u>	<u>2.50</u>	3	No Further Interest
4.	<a href="#">Elizabeth O'Conner</a>	73%	<u>3.65</u>	<u>4.25</u>	<u>3.75</u>	<u>3.75</u>	<u>3.50</u>	3	Consider for Other Position
5.	<a href="#">Linda Chi</a>	-	-	-	-	-	-	-	(not yet interviewed)
6.	<a href="#">Sam Lobowski</a>	-	-	-	-	-	-	-	(not yet interviewed)

Computer screens of "Reviewing of Candidates' Evaluations"  
Figure 26B

IntelliHire.com - Microsoft Internet Explorer

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Positions Candidates Interviews Reports  
My Candidates Find Candidates Screen Candidates My Evaluations

Position:

**Review All Candidate Evaluations**  
Select the "details" button for each candidate to review a detailed matrix from all interviewers on that candidate. Select any of the other totals to view the evaluation details for that specific interviewer. You may also select a "candidate name" to review that Candidate's contact information.

Action: [Print Evaluations](#)

Candidates		Interviewers						
Select the "details" button to review details on that candidate.		Avg. Total	Kelly Davenport	John Rothchild	Steve Adams	Susan Cromott	Kathy Wallace	Brad McDonald
1. <a href="#">Nicholas Sonoma</a>	<a href="#">DETAILS</a>	4.40	4.50	4.75	4.50	4.00	4.75	4.00
2. <a href="#">Ryan Whitfield</a>	<a href="#">DETAILS</a>	3.53	3.70	3.50	4.00	3.50	3.50	3.00
3. <a href="#">Cynthia Mattland</a>	<a href="#">DETAILS</a>	2.91	3.00	3.50	3.00	2.50	2.75	2.75
4. <a href="#">Elizabeth O'Conner</a>	<a href="#">DETAILS</a>	3.78	3.65	4.25	3.75	3.50	-	3.75
5. <a href="#">Linda Chi</a>	<a href="#">DETAILS</a>	4.00	-	4.75	4.00	4.25	-	3.00
6. <a href="#">Sam Lobowski</a>	<a href="#">DETAILS</a>	2.31	-	2.50	2.00	3.00	-	1.75